

**WTVY-TV**  
**EEO PUBLIC FILE REPORT**  
**12/01/2007 – 11/30/2008<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Reporter/Producer	1,4-20,22,24-26,28,30,37,38,40-42,44,48-51	12
Production Assistant	1,6-22,24-28,30,37,40-42,44,48-51	42
Production Assistant	1,6-22,24-28,30,37,40-42,44,48-51	50
New Media Internet Web Master	1,3-20,22,24-26,28,30,37,40-44,48-51	42
Master Control Operator	1, 6-21,24-28,30,37,40-42,44,48-51	50
Engineer	1,6-22,24-28,30,33,37,38,40-42,44,48-51	44
Production Manager	1,5-20,24-25,40-42,44,50-51	40
Production Assistant	1,6-22,24-28,30,40-42,44,48-51	42
Promotions Manager	1,5-20,24-25,40-42,44,50-51	42
Videographer	1,9,11-12 42-44,50-51	42
Production Assistant	1,7-22,24-28,37,40,42,44,48-51	44

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<sup>1</sup> This report provides information through November 21, 2008.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	AL State Employment Service, Carl White 219-223 Plaza II, Dothan, AL 36303 334-792-2121; 334-792-2124 fax	N	3
2	The Wiregrass Times, Angelina Herbert P. O. Box 1885, Dothan, AL 36302 334-712-0410; 334-794-6876 fax (not in service 4/4/07)	N	0
3	The Dothan Eagle, Grace Holland P. O. Box 280, Dothan, AL 36302 334-792-3141; 334-712-7975 fax	N	0
4	Job Omni, Jerry Hughes P. O. Box 311954, Enterprise, AL 36331-1954 334-702-9740; 334-393-7400 fax	N	0
5	TVJOBS; <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway; P. O. Box 4116; Oceanside, CA 92052; fax 760-754-2115	N	0
6	Alfred Saliba Family Services Center, David E. Duke 301 W. Lafayette Street, Dothan, AL 36301 334-712-0090; 334-794-3900 fax	Y	1
7	University of South Alabama, Ben Goudy 251-460-6101 307 University Blvd. N; Mobile, AL 36688-0002 12/05	N	0
8	American Business Women's Association, Jan Hamilton 1690 Hickory Grove Rd.; Cottonwood, AL 36320	Y	0
9	Troy State Dothan, Debra Pattway P. O. Box 8368, Dothan, AL 36304 334-983-6556 extension 215	N	0
10	Alabama Broadcasters Association, Tina Currier 1316 Alford Avenue, Suite 201, Birmingham, AL 35226 800-211-5189; 205-979-9981 fax <a href="http://www.al-broadcasters.org">www.al-broadcasters.org</a>	N	0
11	Wallace Community College, Lisa Clinger 1141 Wallace Dr., Dothan, AL, 36303 334-983-3521	N	1
12	Troy State University, Josephine Devane Adams University Center, Suite 110, Troy, AL 36082	N	1
13	Tuskegee Institute, Job Placement Service Tuskegee, AL 36088	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
14	WUFT-TV, Career Placement Service University of Florida, Gainesville, FL 32604	N	0
15	University of Alabama, Dian Teague Box 870293, Tuscaloosa, AL 35487	N	0
16	Alabama State University, Job Placement Service Montgomery, AL 36104	N	0
17	Florida A & M University, Barbara Sutton P. O. Box 982; Tallahassee, FL 32307	N	0
18	Enterprise Jr. College, Career Placement U. S. Highway 84 East, Enterprise, AL 36331	N	0
19	Chipola Jr. College, Career Placement College Street, Marianna, FL 32446	N	0
20	Gulf Coast Community College, Career Placement 5230 Highway 98, Panama City, FL 32401	N	0
21	Washington-Holmes Technical Center, Betty Harris 757 Hoyt Street, Chipley, FL 32428	N	0
22	North Carolina State University 2100 Pullen Hall, Box 7303; Raleigh, NC 27695 <a href="mailto:Career_center@ncsu.edu">Career_center@ncsu.edu</a> 919-515-2396	N	0
23	Asian American Journalists Association 1182 Market Street; Suite 320; San Francisco, CA 94102 (asked to be removed from list 9/2006)	N	0
24	Regional NAACP, Dr. Nelson Rivers Suite 203, 970 Martin Luther King Dr., SW Atlanta, GA 30314	N	0
25	Jacksonville State University, Career Placement Jacksonville, AL 36265	N	0
26	Mississippi State University, Sandra McDonald P. O. Box P, Mississippi State, MS 39762 <a href="http://www.career.msstate.edu">www.career.msstate.edu</a> Fax 662-325-7975	N	0
27	Jackson Academy of Applied Technology 2701 Tech. Circle, Marianna, FL 32447	N	0
28	University of West Florida, Job Placement Service 11000 University Parkway, Pensacola, FL 32514	N	0
29	Florida State University, College of Communication, Tallahassee, FL 32306	N	0
30	University of George, College of Journalism & Mass Communication, Athens, GA 30605	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
31	Broadcast Engineering, Brian Huber P. O. Box 12937, Overland Park, KS 66282-2937 800-896-9939, 913-967-1735 fax, brian_huber@intertec.com	N	0
32	Broadcasting & Cable, Yuki Atsumi 275 Washington St., Newton, MA 02458 646-746-6949, 866-258-1075 Fax 646-746-6954 email: yatsumi@reedbusiness.com	N	0
33	National Association of Black Engineers 1454 Duke Street, Alexandria, VA 22314 703-683-5312 fax	N	0
34	National Association of Black Sales Professionals 338 S. Oak Park Ave., Oak Park, IL 60302-3504 (mail returned)	N	0
35	Society of Broadcast Engineers 317-253-0418 fax	N	0
36	Electronic Media, Robbie Ehrhardt 740 N. Rush Street, Chicago, IL 60611 312-649-5385; 312-649-7827 fax	N	0
37	NAB Job Bank <a href="http://www.nab.org/bcc">www.nab.org/bcc</a> , 202-429-5497, 202-429-3923 fax	N	0
38	National Association of Black Journalists University of Maryland; 8701-A Adelphi Road Adelphi, MD 20783-1716	N	0
39	Medialine.com	N	0
40	Gray Television Group Internal Corporate Posting	N	4
41	WTVY-TV Website	N	8
42	WTVY Bulletin Board	N	9
43	WTVY On-air commercial	N	0
44	Walk-ins/unsolicited resumes	N	11

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
45	L.A. Reporters Clinic, Jay Jackson <a href="http://www.larcinc.org">www.larcinc.org</a> <a href="mailto:mr.jackson41@hotmail.com">mr.jackson41@hotmail.com</a> 805-660-9191	N	0
46	TV Week, Crain Publications P.O. Box 64000, Detroit, MI 48264 313-446-1612; fax 323-658-6174 <a href="mailto:echasko@crain.com">echasko@crain.com</a>	N	0
47	Rick Gevers/ Tom Dolan Management 3 North Court Street 301-668-1511 Frederick, MO 21701	N	0
48	Illinois Center for Broadcasting Job Placement Director, Chip Egan 55 W. 22 <sup>nd</sup> Street, Lombard, IL 60148	N	0
49	Ohio Center for Broadcasting Job Placement Director, Gary James 9000 Sweet Valley Drive, Valley View, Ohio 44125	N	1
50	Referrals	N	6
51	Joe Willis, AL Dept. of Rehabilitation Services, AL Dept of Rehabilitation Services; P. O. Box 698; Dothan, AL 36302 334-792-0022; added 2/23/06	Y	0
	<b>TOTAL INTERVIEWEES OVER 12 MONTH PERIOD</b>	45	

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	<p>WTVY-TV has an established on-going internship program designed to assist students from local colleges in obtaining skills and experience working in a broadcast career. Students working in WTVY's internship program work in the News department during the course of a semester. The News Director administers this program.</p> <p>During the 2008 reporting year, five students interned at WTVY-TV.</p>
<b>2</b>	Establish training program to help current employees advance in their careers.	<p>WTVY-TV has an established program whereby station personnel receive training to acquire new skills that could qualify them for higher-level positions. It is the policy of WTVY to promote from within when possible.</p> <p>During the 2008 reporting year, six employees were promoted to higher level positions.</p>
<b>3</b>	List upper-level openings in job banks or news letters of media trade groups with a substantial number of women and minorities.	<p>WTVY-TV sends notice of upper-level openings to a job bank or newsletter of a media trade group whose membership includes substantial participation of women and minorities. During this reporting year, WTVY-TV sent all relevant notices to the American Business Women's Association and the Regional NAACP.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participation in job fairs	<p>(A) On March 26, 2008, the News Director, Business Manager and Promotions Director attended the Spring Troy State University Job Fair in Troy. Station personnel met with potential applicants and provided information on career opportunities at WTVY-TV.</p> <p>(B) On October 9, 2008, the News Director, Production Director, Sales Manager and Promotions Manager attended the Dothan Job Fair, in Dothan. Station personnel met with potential applicants and provided information on career opportunities at WTVY-TV.</p> <p>(C) On October 21, 2008, the News Director and Production Manager attended the Fall Troy State University in Troy. Station personnel met with potential applicants and provided information on career opportunities at WTVY-TV.</p>